

Code of Conduct

All people taking part in Spaceward Bound Australia (SBA) expeditions (the 'Expeditioner' or 'Expeditioners') are required to accept that their participation is conditional on their continued compliance with this Code of Conduct ('The Code').

PURPOSE AND POLICY

The Code establishes standards of personal behaviour for those taking part in SBA expeditions, which contribute to morale, teamwork and participation and, ultimately, a successful expedition.

STANDARDS AND OBLIGATIONS

Each Expeditioner must comply with the general standard of behaviour that is recognised as reasonable by the wider Australian community. The Expeditioner is also required to meet the additional and specific standards of behaviour outlined in the Code. The Code is not intended to be exhaustive on matters of personal behaviour. The Code outlines broad standards of behaviour that serve as a guide to acceptable and unacceptable behaviour.

COVERAGE AND ESSENTIAL INFORMATION

The Expeditioner has been provided with a copy of the Code and should understand that their participation in SBA is conditional on their continued compliance with its provisions. It is the responsibility of the Expeditioner to familiarise themselves with the contents of the Code.

THE CODE

1. WORK

1.1 Expeditioners have been selected largely because of their skills, experience, knowledge and personal qualities. The Expeditioner is expected to be efficient, effective, diligent, responsive, productive and timely in meeting their individual responsibilities. The performance of the Expeditioner should clearly show that they meet these expectations with minimal supervision.

1.2 It is expected that the Expeditioner will:

- work with others in the most effective manner to meet the objectives of the expedition;
- show leadership, consult, coordinate, delegate, negotiate and counsel as appropriate with other individuals, especially those under their control; and
- comply with and ensure that their team understands and complies with occupational health and safety principles and practices.

2. INDIVIDUAL CONTRIBUTION TO EXPEDITION AND TEAM

2.1 The Expeditioner should manage interpersonal relationships in such a way as to promote and maintain group harmony and well-being.

2.2 Expeditioners are expected to treat others with consideration, courtesy, respect, fairness and tolerance. The general standard expected is one where conduct would not cause dissention or discord amongst Expeditioners, or disrupt programs or other responsibilities. The Expeditioner is expected to respect others' rights, opinions, duties, aspirations and privacy.

2.3 Difficulties may occur between an Expeditioner and other Expeditioners or members of other communities with which the Expedition interacts, and it is the responsibility of all to ensure that such difficulties are resolved quickly and effectively.

2.4 Smoking is prohibited in all vehicles, accommodation, dining places and shared places during the Expedition. In all other circumstances, smokers should consider the rights and comforts of non-smoking companions. In common with all activities involving the use of fire, smokers should take all due care with respect to the fire hazard.

2.5 Use of alcohol and drugs should not compromise wider responsibilities. Drug and alcohol use, including prescription drugs, have clear implications for occupational health and safety and the maintenance of harmonious relations and the Expeditioner is expected to moderate their alcohol consumption so that they are capable of performing their duties and other responsibilities at all times in a safe and effective manner. Expeditioners are reminded of their legal obligations as they relate to the possession and use of prohibited or restricted drugs.

2.6 The Expeditioner should not behave in a manner that may be classified as 'extreme' or encourage others to behave in this manner. Examples of extreme behaviour include:

- Consuming alcohol in excess;
- Causing threat to personal safety;
- Disorderly behaviour, including being violent, threatening, insulting or abusive;
- Indecent exposure and other gross, obscene or offensive acts;
- Wilfully or negligently causing loss or damage to property; or
- Causing annoyance through the use of offensive language, excessive noise or in other ways.

3. RESPONSE TO AUTHORITY AND COMPLIANCE WITH THE LAW, LEGISLATIVE REQUIREMENTS, AND EXPEDITION POLICY AND PROCEDURES

3.1 The Expeditioner will comply with lawful directions and reasonable instructions. Lawful directions, instructions and standards of performance are normally issued or determined by the various leaders or persons in charge of any vehicle, field party or work group.

3.2 The Expeditioner will comply with relevant codes of occupational health and safety and ensure that their actions do not threaten their safety, health and welfare or that of others. In particular, the Expeditioner will have read and will follow the safety rules issued to them by the organisers of The SBA Expedition ('the safety rules').

3.3 The Expeditioner will be sensitive to harassment issues and will not engage in any harassing behaviour. Harassment can take many forms and may consist of offensive, abusive, belittling or threatening behaviour directed at another individual or group. It is often based on some real or perceived attribute or difference. Sexual harassment is any unwanted, unsolicited and unreciprocated behaviour of a sexual nature that is objectionable to another individual. Any behaviour or series of behaviours, despite the intention of the individual performing the behaviours, will be considered as sexually harassing if they are experienced that way by the recipient. This applies to both other Expeditioners and to members of communities and organisations with which the Expedition interacts.

3.4 The Expeditioner will respect and comply with requirements of all other relevant land holders and operators in the area with whom they may interact. Overseas researchers will comply with Australian customs, quarantine, and conservation regulations regarding the export of biological materials and fossils.

4. BREACHES OF THE CODE

4.1 Breaches of the Code may result in the Expeditioner being required to leave The Spaceward Bound Expedition. Transport will be provided to the nearest location with a bus service and the former expeditioner will then be responsible for their transport and accommodation requirements thereafter. Reference may be made to the appropriate authorities of any matter that may appropriately be handled under relevant law.

The Expeditioner has read and understood the Code and the Safety Rules and agrees to follow them at all times.

Signed: _____
Name

Signature

Date: